

Build Diversity and Inclusiveness Skills via LOC Learn

Build Core Competencies via LOC Learn is a series of development tools that map virtual learning resources to the Library's core competencies. This week's competency is "Diversity and Inclusiveness." We encourage you to take this opportunity to refresh your skills and abilities and share them with a friend or coworker. Select a learning resource below:

Online Learning Resource	Resource Type, Duration	Speaker	What you will learn:
The Power of Diversity	Video, 4 minutes	Frans Johansson	Diversity drives innovation, which provides a competitive advantage. Volvo asked a team of women to design a car. Women don't like to open the hood; when they do, it's usually to add washer fluid. The solution was to add washer fluid on the side, as we do gasoline.
Understanding Unconscious Bias	Course, 25 minutes	N/A	No matter who you are, you are prey to unconscious biases. To be part of a complex, diverse team you must take steps to overcome implicit and explicit biases and reject social stereotypes. In this course you'll learn about the characteristics of unconscious bias and the nature of buried prejudice. You'll learn about the positive things that can happen when you take an anti-biased, inclusive approach to people and situations in the workplace.
Two Ideas for Inviting Diversity	Video, 2 minutes	Frans Johansson	1) Before you get on the airplane for your next flight, pick out five magazines you have never read. Try to connect them with a current problem. 2) The next time you have a team meeting, ask members to bring a different point of view from the dominant perspective.
Bridging the Diversity Gap	Course, 27 minutes	N/A	Without a diverse workforce, organizations run the risk of viewing things from a very limited perspective. The organization provides the structure for operation, but it's the individuals within that organization who carry out the mission of the organization. To get the most innovative solutions from the individuals in your business, you need to create a workplace that embraces inclusion and avoids bias and stereotyping. This course focuses on what diversity is and how to leverage the diversity within the organization. You'll also explore the barriers that must be overcome to create a diversified and inclusive working environment.
Difference Beyond Diversity	Video, 2:41 minutes	Gareth Jones	Diversity in the workplace is about much more than just checking off compliance boxes.